



# Peer Mentor Pathfinder Crawley

## Job Details

Ref: 1073

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The Pathfinder service at BHT Sussex exists to support clients in predominantly the general Crawley and Haywards Heath areas. The service is widely used and forms an important section of mental health support at BHT Sussex.

Pathfinder is an alliance of organisations in West Sussex working together in a social care setting to enable people with mental health support needs to improve their mental health and wellbeing. As well as supporting people with their mental health, we help people to improve their physical health and wellbeing and regularly connect and signpost clients to other local, relevant organisations.

We value the expertise of people with lived experience of mental health challenges and actively involve them to design, deliver and monitor our services. With this in mind, we are enthusiastic about developing our use of Peer Mentoring to further benefit clients. We understand the unique benefits that Peer Mentors can bring as professionals who have “been there” and how this can be a strong tool to engage those harder to reach. Within the service, it is our aim to offer the opportunity to work 1:1 with either a Recovery Worker or Peer Mentor, dependent on needs and context.

### Job summary

We have a part-time vacancy available for a motivated and passionate Peer Mentor within our team. This is a fixed-term role for 11 months, based both remotely and within Crawley and the surrounding areas. Exact areas covered can be up for discussion.

This is an ideal opportunity for those wishing to utilise their crucial lived experience to enter the mental health sector. The aim of this post is to provide an entry-point for those who wish to grow professionally. In recent times, the service has seen Peer Mentors progress into Recovery Workers and other relevant roles within mental health.

As a Peer Mentor, you will have lived experience of mental ill health. In addition to already possessing some ideas on how this can be utilised in a supportive, professional role, you will be keen to learn more. Ideally, you will have some experience of working 1:1 with those with a range of additional needs, providing support that is person-centred and which achieved a positive outcome for the individual/s concerned. This could be demonstrated in a range of settings and might be paid or voluntary.

At the beginning of the role, you will be coached on the post's fundamentals by your line manager. However, as you progress professionally, there will be an expectation to begin working more independently to perform the varied responsibilities of the post.

Despite this role currently being mostly performed in a remote capacity, Peer Mentors will be expected to contribute to the supportive Pathfinder team by sharing appropriate information and staying in regular

communication with colleagues. Team members fulfil a range of roles, from Helpdesk to Recovery Workers, to Clinicians, however, they all hold a shared goal to support and empower those in need.

As a Peer Mentor, you will hold a small caseload of clients who have been judged as “low risk” and who upon assessment, it is determined would benefit from Peer Mentor support. You will work with clients on a regular basis to set and progress towards goals. Another key aspect of this 1:1 support will be identifying if one of Pathfinder’s varied community groups would be of benefit and supporting the client to access all that the service can offer. Finally, you will gradually become aware of other health and welfare local organisations and will signpost clients when applicable, at first under the guidance of your line manager and colleagues and later, more independently.

As part of their induction and ongoing professional development, Peer Mentors will have access to a range of training. Of particular significance is building an understanding of adult safeguarding, confidentiality, professional boundaries and GDPR matters, all of which are vital for the role. BHT Sussex staff have access to a range of vocational and highly reviewed training, making this the ideal role for professional development.

We are committed to an organisational culture that values people from all backgrounds. We welcome and encourage applications from all members of the community.

#### **In return for the amazing work our staff do we offer:**

- *Extensive induction training*
- *Flexible working options*
- *Support and an opportunity to learn from Pathfinder Clinicians who have extensive experience in mental health. This might be in the form of questions about clients to a supportive conversation after a difficult situation.*
- *Regular team days, meetings and opportunities to ask questions and share practice.*
- *Comprehensive personal and professional development*
- *Employee Assistance Programme e.g. access to free counselling services*
- *Support from a fantastic management team*

#### **Salary**

The full-time salary for this post is £20,909 **per annum**. The successful candidate will receive a pro-rata salary which reflects their part-time hours. An employer pension contribution 5.5% is paid. The level of this contribution is reviewed annually.

#### **Hours of Work**

The hours of work for this post will be 12 hours per week. Working times will be determined upon commencing employment.

**Annual Holidays**

The annual leave entitlement will be 185 hours (25 working days) pro rata, rising 1 day for each year of service to a maximum of 222 hours (30 days) pro rata. All public holidays are granted with two extra statutory days, to be taken over the Christmas period.

**Closing Date:** 24<sup>th</sup> January 2022 (midday)

**Interview Date:** 2<sup>nd</sup> February 2022

**We regret that we are unable to reply to every job applicant. However, if you are called for interview, you will be notified within seven days of the closing date.**

**An Enhanced DBS Check (Disclosure and Barring Service) is required on all successful applicants as a condition of employment for this post.**

***You will be required to show COVID19 Vaccination certification (CQC services only)***

**BHT operates an Equal Opportunities Policy**